

Leadership Development

EPA Leadership Development Institute - Office of Administration and Resource Management

Description of activity: EPA Mid-Level Development Programs and all Leadership Development Programs have been reviewed and the concept of “Cooperative Collaboration” has been added as a topic for discussion. Several of the regularly offered workshops clearly related directly to the skills and competencies included [in EPA’s Cooperative Conservation Competencies Plan of March 31, 2006] in building effective collaboration skills, i.e., *Getting Work Done with Others*, *Getting Work Done through Change*, *Conflict Management*, *Listening Skills for effective Communication*, etc. Participants are encouraged to discuss how these skills will help them to partner with internal and external colleagues to capitalize on resources and talent.

The EPA Intern Program managers have been seeking rotational and detail opportunities with the other Cooperative Conservation designated federal agencies. To date, this effort is only in the planning stages with hopes to secure regular rotational events within DOI.

In 2007, EPA’s New Employee Orientation training and orientation added information focusing on the importance of collaboration and building related competencies to having a successful career at EPA. Staff from the Conflict Prevention and Resolution Center developed and deliver this material.